

NSPS Salary Determination Worksheet

Candidate Name: Chris Gray
Current Title: Business Manager
Current Pay Schedule/Grade (if applicable): N/A
Duty Location: Fort Anywhere, USA (Rest of US)
New NSPS Title/Pay Schedule/Grade: Health System Specialist, YA-0671-02 (Legacy GS-0671-11)

Nature of Action **Maximum Pay Setting Authority** (Additional pay setting limitations may apply)

- ☒ New Hire Increase up to 30% of step 1 of the former GS grade, not to exceed the pay band maximum.
☐ Promotion Increase between 6% and 20% not to exceed the pay band maximum.
☐ Reassignment: Voluntary Increase between 0% and 5% not to exceed the pay band maximum or a decrease no less than the minimum of the pay band.
☐ Reassignment: Management Directed Increase between 0% and 5% not to exceed the pay band maximum.
☐ Reassignment: Involuntary Decrease between 0% and 10% no less than the minimum of the pay band.
☐ Accelerated Career Development Promotion Limited to pay band 1. May not exceed 20 annually not to exceed the pay band maximum.

Comparative Data		Annotate Experience Level		
		Entry	Journey	Expert
\$55,000	Candidate's current salary		X	
N/A	Highest salary of incumbent performing similar work ¹			
N/A	Lowest salary of incumbent performing similar work ¹			

¹ Incumbent salary data is available from My Workplace or your human resources representative.

Proposed Salary

Incentives ³

		Percent	Amount	
\$50,000	Base Pay ²	N/A	N/A	Recruitment bonus ⁴
\$6,320	Locality Pay/Local Market Supplement ²	N/A	N/A	Relocation bonus ⁴
\$56,320	Total Proposed Salary ³	2.4%	\$1,320	Total Salary Increase ⁵

Reassignment Data

	Percent	
N/A Number of reassignments within last 12 months.	N/A	Total salary increase within last 12 months.

² Pay data is available at: www.cpms.osd.mil/nsps/paytables.html. ³ See second page for justification requirements.

⁴ One time payment. ⁵ Formula: Total Salary – Candidate's Current Salary ÷ Candidate's Current Salary x 100.

Approvals

<u>COL Smith</u> Name of Authorizing Official	<u>Regional Commander</u> Title	<u>Col Smith</u> Signature	<u>1-SEP-07</u> Date
<u>N/A</u> Name of Higher Level Official	 Title	 Signature	 Date

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New NSPS Title/Pay Schedule/Grade: Health System Specialist, YA-0671-02

Check all that apply.

- ☐ New hire salary set at minimum of band (No justification required).
- ☒ New hire salary set above minimum of band (Provide justification statement below).
- ☐ Recruitment/retention incentives authorized (Provide justification statement below).
- ☐ Promotion set at 6% increase (No justification required).
- ☐ Promotion exceeds 6% (Provide justification statement below).
- ☐ Reassignment without change in base pay (No justification required).
- ☐ Reassignment with change in base pay (Provide justification statement below).
- ☐ Accelerated Career Development Promotion (Provide justification statement below).

Justification Statement

Address candidate's knowledge, skills, abilities and educational background in relationship to others considered. Provide statements supporting pay increases above the minimum or recruitment incentives.

The selectee possesses journey level skills that can be immediately applied within the regional command in areas including:

- Budget Administration
- Human Resources Management
- Systems Administration

The salary is set within Regional Commander's pay authority per DENCOM pay setting policy memorandum dated 14 May 2007. There are no incumbents performing similar work. The proposed salary does not create pay parity issues with existing staff members.

Retain worksheet in recruitment case file. Provide copy to servicing Civilian Personnel Operations Center.